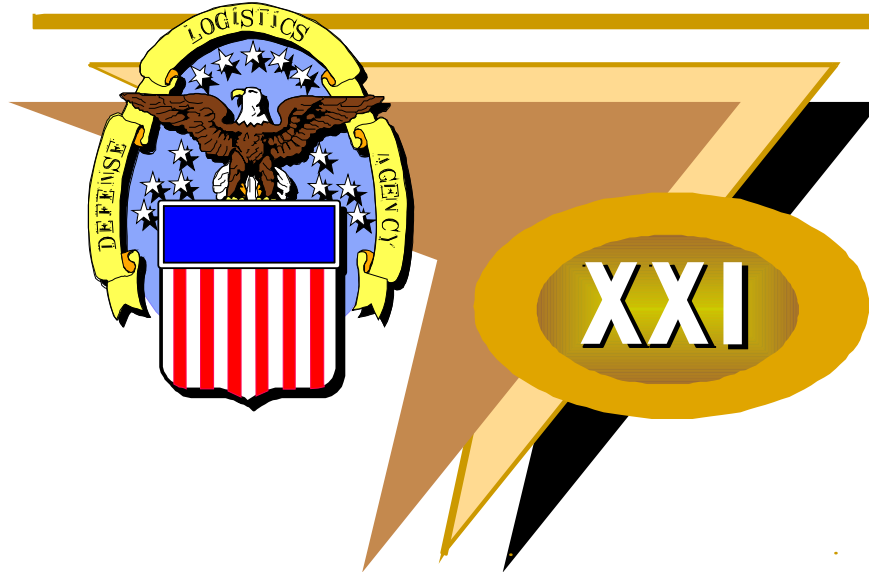


Defense Contract Management Command

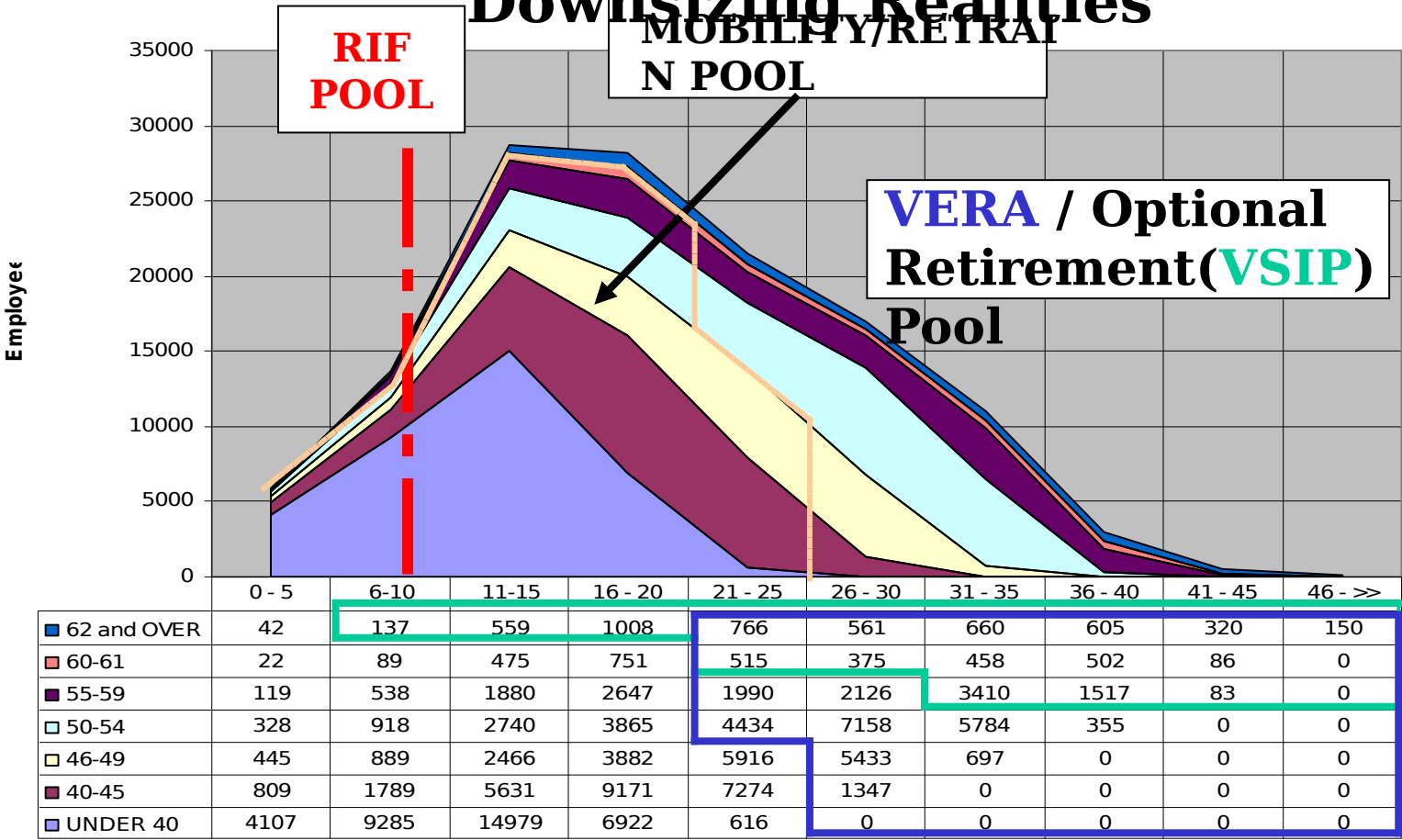


**Joint Services CAS Executive
Meeting
Workforce Issues
February 15, 2000**



CURRENT WORKFORCE DEMOGRAPHICS

DoD Acquisition Workforce Downsizing Realities



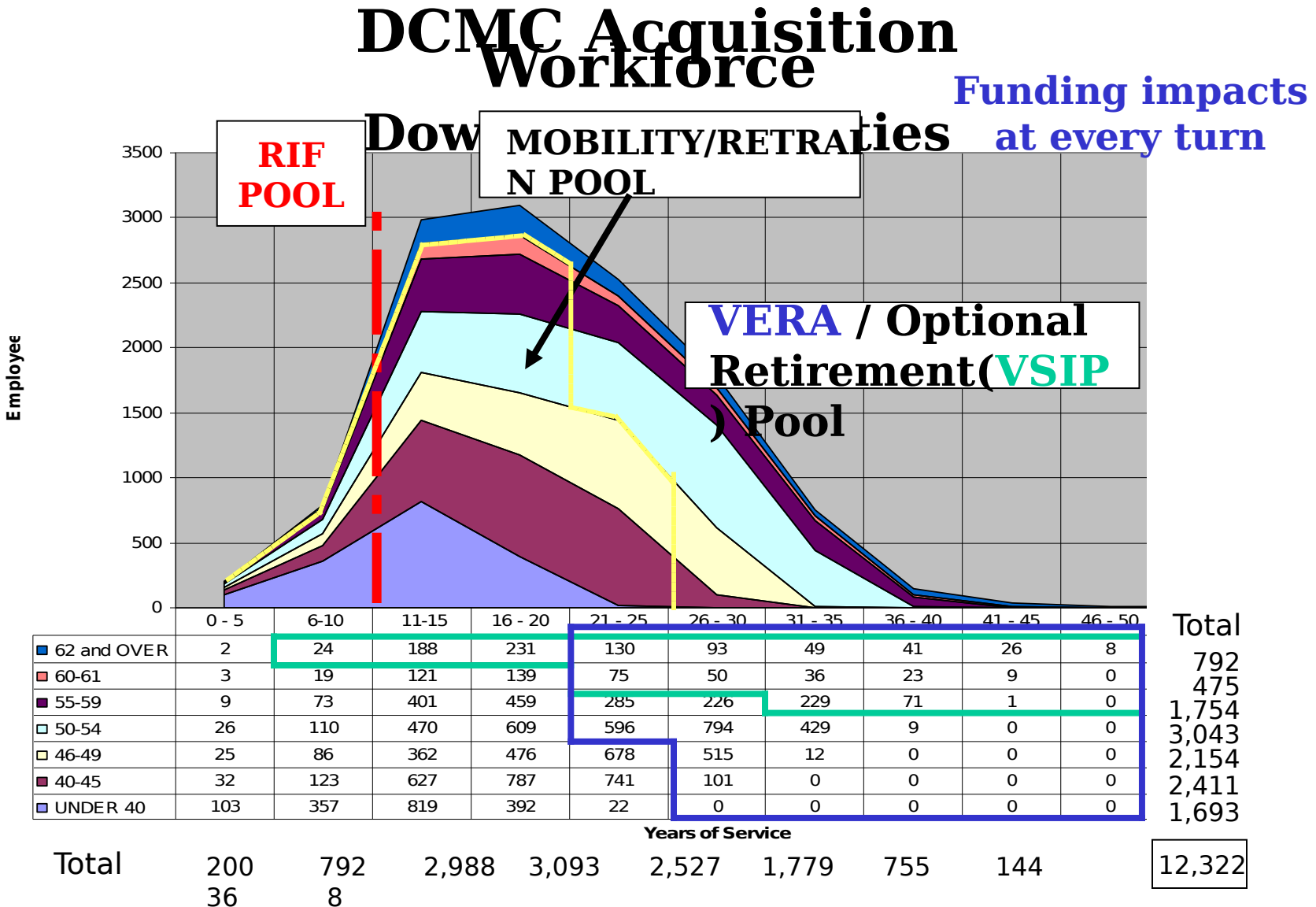
	0 - 5	6 - 10	11 - 15	16 - 20	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - >>
62 and OVER	42	137	559	1008	766	561	660	605	320	150
60-61	22	89	475	751	515	375	458	502	86	0
55-59	119	538	1880	2647	1990	2126	3410	1517	83	0
50-54	328	918	2740	3865	4434	7158	5784	355	0	0
46-49	445	889	2466	3882	5916	5433	697	0	0	0
40-45	809	1789	5631	9171	7274	1347	0	0	0	0
UNDER 40	4107	9285	14979	6922	616	0	0	0	0	0

Total	5,872	13,645	28,730	28,246	21,511	17,000	11,009	2,979	489	12,503
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Total	4,808	3,273	14,310	25,582	19,728	26,021	35,909
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CURRENT WORKFORCE DEMOGRAPHICS



OSD responds

- Dr. Gansler signed Aug 25, 1999 memo
- Senior Steering Group formed to chart direction of the future workforce
- Working Group established to research and prepare study

Senior Steering Group Members

Mr. John Wilson - **OUUSD(A&T)SA, Chair**

Mr. Stan Soloway - DUSD(AR)

Dr. Diane Disney - DASD(CPP)

Ms. Eleanor Spector - OUSD(A&T)/DP

Mr. Al Beckett - DUSD(L)

Mr. Bob Tuohy - DUSD(S&T)/DDR&E

Mr. Keith Charles - Army DACM

Mr. Bill Hauenstein - Navy DACM

Ms. Marty Evans - Air Force DACM

Mr. Herb Cowles - OSD/DA DACM

Mr. Jeff Jones - DLA

Dr. James McMichael - ODUSD(AR)/AET&CD, **Executive Secretary**

Achieving the Desired Future Workforce

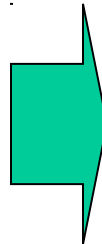
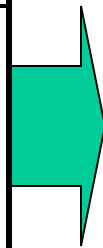
Area	This Study	Other Efforts (ongoing and proposed)
Functions to be performed by the future A&T Workforce		<ul style="list-style-type: none"> ◆ FAIR (a starting point) ◆ Strategic decisions needed on what DoD A&T will / won't do in the future
Developing, educating and training the Workforce	<ul style="list-style-type: none"> ◆ Future Functional Competencies ◆ Universal Competencies 	<ul style="list-style-type: none"> ◆ Comparison of current competencies with future functional competencies (ongoing)
		<ul style="list-style-type: none"> ◆ Career development requirements for S&T and Sustainment workforces (ongoing)
		<ul style="list-style-type: none"> ◆ Continuous Learning policy implementation (ongoing)
	<ul style="list-style-type: none"> ◆ Recommendations / proposals for education & training 	<ul style="list-style-type: none"> ◆ Education & training legislative and policy/program staffing (ongoing)
Hiring, assigning retaining & retiring the workforce		<ul style="list-style-type: none"> ◆ Civilian Career Management (CNA - ongoing)
	<ul style="list-style-type: none"> ◆ Recommendations / proposals for hiring & retiring 	<ul style="list-style-type: none"> ◆ Hiring, retaining and retirement legislative and policy staffing (ongoing)

Overview



Current Workforce

**Future
Actions**



**Future
A&T
Workforce**



- USD Speeches
- Road Ahead
- DSB & 912 Report to Congress
- Other 912 follow-on studies

Examples of Concepts / Themes Among Functional Competencies

- Commercial practices
- Market research
- Cost as an Independent Variable
- Total Ownership Cost
- Integrated product and process teams
- Simulation-based acquisition
- Business analysis techniques
- Supply chain management
- Open architecture
- Performance-based acquisition
- Commercial & non-developmental items
- Software development

Example of the Functional Competency Database

Environmental Trend (what ATWF will face)	Function (ATWF Activities)	Competencies (What ATWF will need to know, or know how to do)	Applicable to:
Increased reliance on non-DoD Organizations	Conduct market research & analysis of the national base of technology	Understand basic market research techniques	PM, Contracting, SPRDE, Acq Log, & Sustainment
		Understand technology for a specific business sector	PM, SPRDE, & Sustainment
Increased use of simulation based acquisition	Use simulation based acquisition to identify design issues and risks	Determine how to apply modeling and simulation when conducting performance studies, tradeoff and cost analyses	PM, BCEFM, SPRDE & T&E

Competencies Recommendations

- The DUSD (AR) and DASD(CPP) should determine the strategy for incorporating **universal competencies** into A&T development / training programs, considering costs and competing demands on workforce
- The FIPTs/ OAIPT, with oversight by a Senior Steering Group, should:
 - Compare the future **functional competencies** with current competencies to determine:
 - gaps
 - changes required in audience / emphasis
 - current competencies that can be eliminated
 - IPRs SSG every 60 days beginning in March
 - Develop coordinated implementation plans with funding identified by May

Action Plan from the DoD Study

ACTION	WHO	WHEN
Formal coordination of report	Study Director	Present to Feb 15, 2000
Approval of report and taskings to appropriate agencies to implement recommendations	USD (AT & L)	March 1, 2000
Examine recommended hiring & retirement initiatives and develop implementation plans	DUSD (AR) DASD(CPP)	J an - Apr 2000 (Legislative proposals by Feb 15, 2000)
Determine strategy for incorporating universal competencies in A&T professional development programs and submit implementation plan	DUSD (AR) DASD(CPP)	J an - Apr 2000
Compare future functional competencies created by this study group with current competencies, determine required adjustments and submit implementation plan	FIPts OAIPT& SSG	J an - May 2000 (IPR to SSG in March)